

MCNAMARA-O'HARA
SERVICE CONTRACT ACT

SCA

29 CFR - PART 4

LABOR STANDARDS FOR FEDERAL SERVICE CONTRACTS

<http://www.dol.gov/esa/whd/contracts/>**Applicable Wage Determination #1994-2247, Rev. # 23****•What It Is?**

- Government Contract Labor Standard Laws for services contracts
- Enforced by DOL, Wage and Hour Division

•What Does It Cover?

- Most government contracts entered into by the U.S. or District of Columbia that are principally for the furnishing of services through the use of service employees working on contracts in excess of \$2,500.

•What's Mandated?**•Wage Determinations**

- Provides prevailing wage rates by classification for nonexempt covered classifications
- Minimum level of benefits equivalent to **\$2.36 per hour/per employee** in benefits, cash or a combination of bona fide benefits and cash payments such as:
 - Health and welfare (Company contributions towards medical, dental. Life and AD&D)
- 10 Paid Holidays
- Vacation eligibility based on service with government Contractor
- Mandatory posting of wage determination
- Job classification conformance (for nonstandard classifications)
- Out of classification pay

- Overtime for Mechanics and Helpers paid in accordance with Contract Work Hours and Safety Standards Act (CWHSSA). Same as the current Fair Labor Standards Act overtime requirement**

(More explanation and illustrations will be provided during new hire orientation)